In taking action in connection with the Plan for Interdenominational Cooperation among the Chinese in the San Francisco Bay Region, which plan has been presented by the Commission appointed to study the situation in that section, the Woman's Board of Home Missions would note

1. That it has had responsibility only for
   a. Day school work in San Francisco
   b. Rescue Home at 920 Sacramento Street, San Francisco
   c. Home for Girls in Oakland
2. That it confines its immediate recommendations to above types of work as it feels that steps can be taken at once along these lines without waiting for action in regard to ecclesiastical groups.
3. That it reserves the right to reconsider these actions should the requisite number of denominations fail to ratify the general plan
4. That it believes that the boards of the various denominations should simplify and coordinate their programs of service before attempting to reach agreements for cooperative relations with the two Christian Associations, and that the cooperation of four denominations should be deemed sufficient to warrant the undertaking of a united program.

With the above reservations and explanations it is recommended:-

1. That the Woman's Board of Home Missions place itself on record as fully committed to the principle of cooperation as outlined in the reports submitted by the Special Commission on Oriental Work in the San Francisco Bay Region with the understanding that there may be changes in the program as it develops owing to the long period that must of necessity elapse before all recommendations can be carried into effect.

2. That the day schools now being carried on in San Francisco by the various denominations be, at the beginning of the school year, August, 1923, consolidated either in one building or in some of the present buildings and placed under one management so that there may be a maximum or efficiency with a minimum of duplication, yet allowing provision for the children who will wish to attend this school. It is recommended that pending the formation of a general Committee of Management the cooperating boards accept as the temporary committee of management for the new school the educational committee the Commission of Oriental Work to which reference has been made above.

3. <u>Homes for Children</u>

a. That the Homes for girls now located

1. In the Methodist Building in San Francisco
2. In the Presbyterian Home in Oakland

be consolidated and located in new buildings to be erected on land in Oakland belonging to the Woman's Board of Home Missions and known as the Dollar property.

b. That land be secured near the above girls' home and that Baptist Home for Boys now located in Berkeley be transferred to this new site in order that the two projects may be under one Superintendent and may be as unified project.

c. That the three denominations named above shall through their Boards be the cooperating agencies in the support and administration of these Homes and shall appoint a committee of management on such a basis as will give equal representation to each denomination, this committee to be incorporated into the final committee which shall administer the unified Chinese work of the Bay Region.

d. That each denomination shall contribute towards the total budget for these Homes annually an equal amount the amount of this budget to be decided by the committee of management subject to approval by the cooperating boards.

e. That this Board be prepared to supply toward the new project immediately its unimproved property, known as the Dollar property, valued at $10,000. and $50,000 cash.

f. That in order to adequately house the united project the Baptist and Methodist Boards each be requested to provide the same amount, namely $60,000. for buildings and equipment, the total amount to be provided within three years from the date of agreement.

g. That in order to release buildings in San Francisco for the development of the full program for Chinese, the building program in Oakland be entered into immediately after agreement has been reached between the Boards mentioned above, and that the Baptist and Methodist Boards by mutual agreement make provision to secure such part of their shares as may be necessary to begin and continue building operations.

h. That on the approval of these recommendations by each of the three cooperating agencies each Board appoint a committee to consider plans for immediate building it being understood that until the new buildings are ready for occupancy each agency shall continue to administer its own work as at present.

4. Rescue Work

a. That the building at 920 Sacramento Street, San Francisco, for the present be continued as a home for rescued Chinese girls, all other girls, - such as business girls, high school girls, etc. being transferred to Oakland or to the home provided for later in these recommendations.

b. That the Woman's Board of Home Missions of the Presbyterian Church and the Woman's Home Missionary Society of the Methodist Episcopal Church (and the Woman's Home Missionary Society of the Baptist Church if they so desire) unite with equal responsibility in a financial and administrative program for this Home and that the representatives of these Boards who are on the committee of management for the Oakland Home shall be the members of the committee of management here, it being understood that because of the emergency nature of the work a greater degree of autonomy must be recognized as necessary than in other types of work.

5. Home for Older Girls

a. That the building now occupied by the Woman's Home Missionary Society of the M. E. Church be used as a Home for Chinese business girls (until such time as the Y. W. C. A. shall be prepared to accept the responsibility for this work) and for Chinese girls in attendance at high school (pending the building of sufficient accommodations for them in Oakland) and as a boarding home for such Chinese women and girls as need temporary care or shelter but who do not properly belong in any other of the Homes.

b. That this Home be financed and administered on the same basis and by the same committee as that referred to in paragraph 4 (b) above.

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STATEMENT FOR DISCUSSION

Regarding Cooperative Work Among the Chinese in San Francisco Bay Region

The Commission appointed by the Boards of the four denominations, Baptist, Congregational, Methodist Episcopal and Presbyterian, which have taken action regarding cooperative work among the Chinese in San Francisco Bay Region sitting in San Francisco to work out the practical details of such a program, with the Advisory Conferees representing the other denominations and the two Christian Associations invited to counsel with the Commission, in conference with the Oriental Missions Council, agree upon the following principles and methods as essential to the carrying out of such a cooperative undertaking:

Methodist Boards
Board of Home Missions and Church Extension, Dr. E.C.Vermilya
Womens Home Missionary Society, Mrs. Woodruff, Mrs. Jennings, Miss Oram

Presbyterian Boards
Board of Home Missions, Dr. Donaldson
Womens Board of Home Missions, Miss Voss

Congregational Boards
American Missionary Society, Dr. Hinman, Dr. Dodge

Baptist Boards
American Baptist Home Missionary Society, Dr. Brooks
Womens American Baptist Home Missionary Society, Dr. Brooks

United Disciples of Christ
United Christian Missionary Society, Mr. Turner

Episcopal Diocese, Mr. Weigle

Young Mens Christian Association, Dr. Perkins

Young Womens Christian Association, Miss Mills, Miss Johnson

Cumberland Presbyterian, Miss McCaslin

1. The merging in a common comprehensive and united program of all the activities now being carried on separately by these agencies, together with any enlargements or extension of these activities to be developed unitedly, with the single exception of such matters as effect the Church organizations as defined in Paragraph V.

11. The creation of a general Board of Management and Direction (under whatever name) which shall be composed of official representatives of the various cooperating agencies and which shall have direction of and responsibility for the united program under such rules and regulations which shall be approved by the cooperating boards with the limitation defined in paragraph V.

111. The housing of these united activities in a common center or series of buildings jointly financed, and owned if possible, which shall provide facilities for united educational, social service and recreational activities; together with suitable accomodations for the various religious activities.

1V. 1. The Chinese Churches and pastors and the Chinese Christian Union as now organized which is manifesting the spirit of cooperation and which should continue its present functions enlarged and made more vital and important. (The Commission understands that the membership of this Union is practically co-equal or co-extensive with the membership of the various churches and are also active in the two Christian Associations.)

2. The present non-Christian membership or constituency of the two Christian Associations, whose participation in the activities of this cooperative enterprise would be registered in the various clubs, classes and other organized groups in which they might be particularly interested.

3. The pupils in the various educational units, day and evening schools, and special private pupils.

4. Any others not now included in the above groups who could be enrolled in any club or class or other activity.

V. In religious activities the various groups to retain their Church organizations without prejudice, and conduct such separate meetings as may be necessary for the transaction of their business and for the observance of such services, ceremonies, or ordinances as may be desired to preserve their traditional continuity and group loyalties; such services, ceremonies, or ordinances naturally to be independent of the Board of Directors; increasing emphasis, however, to be placed on

such a united program of religious activities as will bring the various groups into closer fellowship and unity.

VI. The method of financing this entire cooperative enterprise to be worked out in further conference after other principles are agreed upon.

VII. The practical details of organization, covering the various activities involved to be worked out by the Commission in conference with representatives of the Chinese, Superintendents and other Christian workers among the Chinese, preferably through special committees.

VIII. The entire plan to be submitted to the Chinese pastors and Churches, to the Chinese Christian Union, and to the Boards of Management of the Y.M.C.A. and Y.W.C.A., when the general principles are agreed upon and their reactions to be given full consideration.

IX. All of the proposed cooperative plans to be submitted to the participating agencies for ratification and confirmation and to become operative when they have been approved by the Missionary Boards of at least four denominations and the two Christian Associations.

X. The other bodies who are unable to cooperate in all the features to be urged to participate as fully as possible without prejudice or embarrassment. Their representation on the Board of Directors would naturally be limited by their limited participation.

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RULES AND REGULATIONS FOR THE ORGANIZATION OF THE COOPERATIVE WORK AMONG THE CHINESE OF THE SAN FRANCISCO BAY REGION

NAME The name of this organization shall be the Board of Managers of the Chinese Christian Council of San Francisco Bay Region.

MEMBERSHIP

1. The Board of Managers of the Council shall be constituted of duly elected representatives of the agencies agreeing to participate in the work among the Chinese in this field, in accordance with plans recommended by the Commission and ratified by the cooperating agencies including the Chinese Churches

   In the list of cooperating agencies wherever Womens Boards are mentioned it includes Womens Boards and Womens Departments of General Boards.

2. Distribution

   a. One member from each cooperating Chinese Church.

   b. (1) Two members for each of the General National Cooperating Boards

      (2) One local representative of each of the cooperating denominations

   c. Two representatives for each of the National Womens Boards and one local representative

   d. Four representatives of each of the two Christian Associations (Y.M.C.A. and Y.W.C.A.) two of which shall be Chinese.

3. Members shall hold office for one year or until their successors are elected; official notice of such election being given to the Secretary of the Board.

4. Representation by proxy shall be recognized as regular and with full powers, official notice of such proxy being presented to the Secretary

MEETINGS

The Board of Managers shall meet annually the first Wednesday in February, and upon a four weeks notice issued by the Chairman upon request of the Administrative Committee or the signed request of any ten members, the special

business to be considered at a called meeting to be stated in the call and no other business to be transacted.

The meeting of the Board for organizations shall be called by the Committee of Board Representatives at as early a date as possible upon receip of notice of ratification of the requisite number of agencies as provided for in the report of the Commission

The Committee on details appointed by the Commission shall be prepared to make final report at the meeting for organization of the Board of Managers.

FUNCTIONS OFTHE
BOARD OF MANAGERS

1. It shall be the duty of the Board of Managers to interpret and provide for carrying into effect the plans and policies of the cooperative agreement as ratified by the participating agencies.
2. Any proposal for the modification or amendment of these plans as ratified shall be submitted for consideration to all the participating agencies with the recommendation of the Board of Managers
3. It shall be the duty of the Board of Managers to prepare an Annual Budget, receive and review the reports of work and make an annual report of expenditures, operations and proposed budget to each participating agency.
4. The Board of Managers shall elect such officers, appoint such committees and enact such rules as may be deemed necessary for the transaction of their business.

QUORUM

Twenty members or their proxies shall constitute a quorum for all meetings of the Board of Managers.

ADMINISTRATIVE COMMITTEE

The details of administrative responsibilities shall be placed under the direction of an Administrative Committee composed of members of the Board of Managers as follows:- Two members, one of whom shall be a Chinese, from each denomination and each of the two Christian Associations; and one additional member for each participating Women's Board.

The Administrative Committee shall carry into effect the policies as outlined by the Board of Managers, appoint the workers in each department as hereinafter outlined, fix their salaries, and have power to make such rules and regulations as may be necessary for the transaction of their business.

They shall meet regularly each month or oftener as may be determined. They shall make full financial and service reports to the Board of Managers each year, and a quarterly report to each participating agency. No salaried appointee of the Board shall be a member of the Board or the Administrative Committee. They may serve on Departmental Committees.

The Administrative Committee shall be appointed for one year or until their successors are elected.

DEPARTMENTS OF WORK

1. The work of the cooperative program shall be distributed in three Departments with such sub-divisions as may be considered necessary.

   a. The Department of Social Service and Recreation (with such prganizational divisions asmay be later recommended by the Committee on Social Service.)

   b. The Department of Education (with such organizational divisions as may be recommended by the Committee on Education.)

   c. The Department of United Religious Work (with such organizational divisions as may be recommended by the Committee on United Religious Work.)

2. While each department is under the direction of the Administrative Committee, for the sake of enlisting as many interested and especially qualified counsellors as possible, a Departmental Council shall be provided for - one member of which at least shall be a member of the Administrative Committee.

In the Department of Religious Work the Council shall include with other the pastors of the local churches participating in this plan.

ADMINISTRATIVE OFFICERS

1. There shall be one Executive Secretary, who may also be the Director of the United Religious Work, who shall have general responsibility for seeing that the policies of the Board and the Administrative Committee are carried out and who shall be Chairman of the Staff Council.

2. There shall be:

a. A Departmental Director of Social Service and Recreation with such assistants as may be determined by the Administrative Committee.

b. A Principal of the Department of Education for the faculty appointed by the Administrative Committee.

c. A Director of the Department of United Religious Work with a staff of workers composed of Chinese and Americans, selected by the Administrative Committee.

3. The heads of each Department shall with the Executive Secretary constitute a Staff Council, and shall meet regularly at least each week and as frequently as may be necessary for conference

QUORUM

Ten members of the Administrative Council shall constitute a quorum for the transaction of business - but conference may be had of those present at any meeting duly called.

PROPERTY AND FINANCE

1. The provision for holding of property used for the united program shall be determined by the Board of Managers upon the report of the Property Committee and subject to the approval of the participating agencies
2. The pro rating of the common operating budget among the various participating agencies shall be recommended by the Board of Managers upon the report of the Finance Committee.
3. There shall be a Common Treasury from which all salaries and operating expenses shall be paid - privilege being given for the specific designation of gifts if desired.

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REPORT OF COMMITTEE
on
SOCIAL SERVICE AND RECREATION

The Committee recommends

That the Department of Social Service and Recreation shall include the following activities:

1. Institutional Services
   Homes for Chinese Boys and Girls
   Dormitories for Chinese Young Men and Young Women
   Home for Rescued Girls

11. Community Service
   (a) Vocational

   (b) Health
      Visiting Nurse
      Clinics
      Housing

   (c) Hospitality
      Ports and Stations

111. Recreation

   (a) General Social Life
      Community Conditions
      Sociability

   (b) Athletics
      Clubs
      Group Activities

REPORT OF SUB-COMMITTEE OF COMMITTEE
on
SOCIAL SERVICE AND RECREATION.

Recommends

1. (Relating to 1. Institutional Service)

That pending the ratification of the comprehensive united program, the Presbyterian and Methodist Boards, maintaining homes for Chinese girls and women, and the Young Womens Christian Association, be urged to adjust their plans so as to work in co-operation with a view to conducting the rescue work separate from that of other girls

   (a) Housing rescued girls in the building now occupied by the Presbyterian Board

(b) Housing of business and high school girls residing in San Francisco in the building now occupied by the Methodist Board - with Y.W.C.A. leadership in this department.

(c) Housing young girls and children in the building now occupied by the Presbyterian Board, or to be provided by them, in Oakland

(d) Housing boys in the building now occupied by the Baptist Board in West Berkeley //

11. That the attention of the Commission be called to conditions among Orientals at Angel Island, especially among the Chinese, because of their larger number, and the need of workers speaking Chinese, and that consideration be given also to the advisability of the organization of a joint Committee or Council representing the Protestant Boards and the two Christian Associations doing work on Angel Island to confer with Immigration officials and to have general supervision of the work of these Boards on the Island.

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REPORT OF THE COMMITTEE ON EDUCATION

The Committee presents to the Commission the following:

We submit the following chart as setting forth the conditions represented to us of the children being cared for at present in the various schools in the Chinese community of San Francisco

	Chinese Language	Day School Kindergarten	Primary	Ungraded	Night School
Chinese Christian Institute (Disciples)	---	30	35	45	48
Presbyterian	35	50	55	47	55
Baptist	52	42	51	115	60
Methodist - Home	35	50	35	--	--
Church	25	--	--	--	30
Congregational	30	--	--	--	40
Cumberland Presbyterian	30	30	25	40	50
Episcopal	50	--	--	--	60
Independent Baptist	--	--	--	--	35
Independent Christian	--	--	--	--	25
Catholic	150		308		75

Public School Total 913 - 300 of whom are recieving only half day instruction

We find that the Board of Education of San Francisco is planning in the near future an enlargement of its present plant, which will increase its activity sufficiently to enable it to care for nine additional classes together with a kindergarten for fifty children. These additional classes, however, will permit only a small additional enrollment, one hundred or one hundred and fifty, since the many pupils entitled to full day, but now receiving only half day instruction, must be cared for in the new class rooms.

In the light of this information, we feel it our duty to urge a school program which will care, first, for children of kindergarten age, not provided for by the public school; second, for the ungraded group, mostly beyond school age not

eligible to the public school; and third, for those children in the first five grades for the care of whom the public school is not prepared.

We recommend

(1) That the San Francisco Board of Education be urged to provide as soon as possible, adequate educational facilities for all children of school age in the Chinese community, and that it be suggestedto the Chinese that they consider making a request of the Board of Education for a separate girls' school, or department of the public school for Chinese girls

(2) Realizing from the facts stated above that public school provision cannot be made in the near future for the school group now ministered to by the Missionary Schools that immediate plans be made to care for all three of these groups in a united school.

(3) That in equipment and teaching force the United School shall not only be up to the standards required by the laws of the State but shall compare with the Oriental School and other schools in the Chinese community

(4) That for the present, the activities of the united school be carried on in some of the buildings now in existence

(5) That these plans be put into operation at the beginning of the next school year.

Supplementary Report of Committee on Education.

The Committee in its study of buildings to be suggested for use in the united educational program felt that while recognizing the advantages of the building at 920 Sacramento Street, owned by the Woman's Board of the Presbyterian Church, as a possible permanent home for the school, could not make a recommendation for permanent quarters at this time since the selection of a permanent site depends upon the sites selected for other phases of the united program.

That in view of the above it recommends the following general arrangements, the details of which shall be worked out in consultation with the Chinese:

(1) That kindergarten work with 200 pupils in charge of four American teachers and four Chinese associates be carried on in the building now owned by the United Disciples Missionary Society.

(2) That primary grades (1 to 5 inclusive) with 160 pupils under four American teachers with the four Chinese kindergarten associates as part-time assistants, be cared for in two groups, the first and second grades in the building now owned by the Presbyterian, the third, fourth and fifth grades in the building now owned by the Methodists.

(3) That the ungraded group of 240 young men and boys with six American teachers be cared for in the building now owned by the Baptists, any group of women of this general class be provided for later. ("any...later" added.)

(4) That the Chinese Language School of 200 pupils with four Chinese teachers be cared for in the two buildings owned by the Methodist and Presbyterians

(5) That the Night School of 300 pupils with five American and four Chinese teachers be cared for in the building now owned by the Baptists with provision for an overflow to be made later.

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Dr. Tingley's Resolution

In view of the inevitable delay necessary in securing official ratification of the proposed co-operative plan under consideration, and the organization of the Board of Managers as provided for, and

In view of the fact that it is necessary for some of the agencies involved in this co-operative undertaking, if they are to participate this year, to make financial provision for such participation very shortly if not immediately, and

In view of the fact that some important and necessary adjustments between certain Boards are contemplated, which will not in any way prejudice the proposedplan of co-operation, and

In view of the fact that the Baptist Boards, General and Local, have nearly consumated plans for the opening of a Home for Chinese Boys in West Berkeley;

THEREFORE, BE IT RESOLVED:

That we recommend to all the agencies involved in this co-operative plan, that they anticipate the possibility of the plan becoming effective during the calendar year, and be prepared to participate if the proposed agreement shall be duly ratified;

That the Boards contemplating adjustments in their special work, which do not in any way prejudice the general co-operative plan, be urged to make these adjustments without waiting for the full consumation of the organization;

That the Baptist Boards be urged to consumate their plans for opening the Home for Chinese Boys in West Berkeley without delay.

REPORT OF COMMITTEE
ON
FINANCE AND PROPERTY

BUILDINGS

Your Committee suggests the following as the ultimate goal:

1. That there be one central building providing the united religious and social activities and administration.
2. That there be one building for education, both secular and religious
3. That there be one building to serve for the recreation, athletic and club purposes of boys and men, providing also a dormitory for men over eighteen
4. That there be one building to serve for recreation, athletic and club purposes of girls and women, providing also a dormitory.
5. That there be homes for boys and homes for girls, as may be necessary.
6. That there be a home for rescued girls.

Pending realization of this ultimate goal, (1) provision shall be made for the temporary use of present buildings in accordance with plans for a unified program as they may be developed and (2) that in case the Y.M.C.A. feels the proper conservation of its financial resources makes it necessary to enter upon building operations before this unified program has been duly ratified the Association be asked to erect the building for men and boys indicated under 3 above as one of the proposed buildings to be included in the group held by and under the control of the Board of Managers when finally arranged, (3) that co-operating agencies having at present no building be urged to provide a fair amount to be invested by them in the common enterprise.

FINANCES

In the effort to realize the goal of a complete unification of all educational, recreational, social and evangelistic work among the Chinese it is recommended

1. That the capital investments on properties now held by the co-operating agencies, directly or indirectly, and used for either church or institutional work among the Chinese in San Francisco, shall

be appraised on the basis of the value of land, buildings and utility, under the direction of the Committee on Property and Finance. Such appraisal, plus additional investment, to represent the interest of each co-operating agency in capital investment in case of dissolution.

2. That all such properties shall ultimately be held by such incorporated Board of Trustees as shall be provided.

3. That a survey be made of the annual appropriations for Chinese work in San Francisco for the last three years of all the agencies concerned, in order to determine the responsibility of each co-operating agency for the first year's budget.

4. That a careful study be made of the numerical and financial strength of the participating Chinese organizations.

A. Pending further study by co-operating agencies of such plans for complete unification in all branches of work, we recommend group co-operation (either by joint financing or division of responsibility) by the agencies carrying on particular lines of work, specifically:

1. The Methodist and Presbyterian Woman's Boards and the Y.W.C.A.
2. The agencies engaged in educational work
3. Agencies engaged in recreational and social work

B. In case of joint financing for this limited group co-operation, the united budget shall, for the first year's work, be on the basis of present appropriations, it being understood that the use of any building would be reckoned as a part of the current appropriation for the Board concerned.

C. Present engagements with layworkers under different agencies shall be continued as far as practicable.

D. It is further recommended that increasing financial control be placed in the hands of the Chinese as their financial responsibility for the work increases.